(c) whether Government propose to fill vacant posts during the years 2005-2006 and 2006-2007; and

(d) if not, the reasons therefor?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI SURESH PACHOURI): (a) and (b) The information regarding different categories of posts that are lying vacant in different Ministries is not maintained centrally.

(c) and (d) Respective Ministries/Departments initiate steps. from time to time, for filling up vacancies, within the framework of existing instructions/rules.

Seniority list

3197. SHRI JANARDHANA POOJARY: Will the PRIME MINISTER be pleased to state:

(a) whether seniority list of all grades of Central Government employees is centrally maintained and administered by the Department of Personnel & Training;

(b) if so, the details thereof and if not, the reasons therefor;

(c) the basis on which officers belonging to different grades are posted in various Ministries/Departments;

(d) whether some officers get to officiate in higher grades on ad-hoc basis in some Ministries/Departments, others posted in other Ministries, though belong to the same Select List and senior to such officiating officers, do not get such benefit; and

(e) if so, the details and how this anomaly is proposed to be rectified?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI SURESH PACHOURI): (a) and (b) No, Sir. Seniority list of all grades of Central Government employees is not maintained and administered centrally by the Department of Personnel & Training. Seniority list of Central Government employees is maintained by the respective cadre controlling authorities.

(c) Officers belonging to different grades are posted in various Central Ministries/Departments through two mechanisms,-(i) officers at the level of Deputy Secretary/Director and Joint Secretary are posted in various Ministries/Departments under the Central Staffing Scheme.

(ii) Officers belonging to Central Secretariat Service Central Secretariat Stenographers Service/Central Secretariat Clerical Service (CSS, CSSS, CSCS) are posted to various Ministries/ Departments on the basis of availability of vacancies.

(d) and (e) In accordance with the extent rules, *ad-hoc* promotions in the decentralized grades of CSS/CSSS/CSCS can be made by the respective cadre authorities on the basis of seniority of officers in the corresponding cadres, in public interest, depending upon the availability of vacancies.

Men Women Ratio in Government offices

3198. SHRI JANARDHANA POOJARY: Will the PRIME MINISTER be pleased to state:

(a) whether ratio percentage of employment between men and women is only 91.98: 8.02 in Central Government offices and 92.4: 7.6 in Central PSUs;

(b) if so, whether any study has been undertaken or proposed to be undertaken to ascertain reasons for such low employment rate of women in Government Sector;

(c) if so, the details thereof and if not, the reason therefor;

(d) whether recruitment rules would be amended to provide reservation and age and educational qualification relaxation for women with a view to enhance their strength in Government service; and

(e) if so, the details thereof?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI SURESH PACHOURI): (a) Yes, Sir.

(b) and (c) No, Sir. The Constitution provides equal opportunities to men and women in the matters relating to employment or appointment to any office under the State. The low employment rate of women in Government sector is due to various social, economic and cultural factors.